



Texas A&M International University Employee Wellness Initiative Proposal

Mission:

The Texas A&M International University Employee Wellness Program promotes well-being by providing a work environment which educates, empowers and supports employees to make responsible, healthy choices in their lives and to create a culture of wellness throughout the University community.

“Healthy U” Goals – 2015:

- **Educate:**
 - Expand employee knowledge of positive health behaviors
 - Provide opportunities for employees to “know their numbers”
 - Broaden employee knowledge of insurance wellness benefits.

- **Empower:**
 - Develop an employee wellness website with resources in all areas
 - Provide administrative support for employee wellness opportunities
 - Expand on-campus exercise options to encourage “entry level” participants.

- **Support:**
 - Provide administrative support for employee wellness opportunities
 - Provide structured release time for on-campus exercise options
 - Develop exercise communities for positive peer interaction
 - Provide and identify healthy eating options at dining locations on campus.

Communication/Endorsement Plan:

- January 2015 – Conduct presentation to the Executive Council to introduce current year’s program and seek endorsement from executive level management.
- January 2015 - Conduct presentation to Staff Senate to introduce current year’s program and answer any questions employees may have regarding the program.
- February 2015 – Conduct presentation to Faculty Senate to introduce the current year’s program and answer any questions faculty members may have regarding the program.

Marketing:

- Utilize UConnect (internal communication system) to convey information to employees – continuous announcements utilizing BCBS newsletter articles (monthly), Deer Oaks EAP newsletters (monthly), promoting the Walking Club and Wellness Wednesday educational series (monthly).
- HealthyU Listserv – continue to utilize the HealthyU listserv to email employees upcoming events, newsletters, etc.
- Create HealthyU email account – healthyu@tamiu.edu account will be created in an effort to capitalize on the calendar appointment/invite feature for events in the hopes of increasing participation. Sending out events via a calendar invite will allow the employee to quickly place the event on their calendar to help them remember when events are scheduled.
- Utilize the TAMIU calendar to promote “Healthy U” events.
- Social Media – by January 2015, implement editorial calendar to insure structured daily content (Money Saving Monday, Transformation Tuesday, Wellness Wednesday, Fitness Friday, etc.). This will provide additional avenue for communicating events and other HealthyU related information to our employees.
- Internal Rewards/Incentive Program – Individual/Team recognition certificates presented at TAMIU Enrichment Day.
- Digital signage – will utilize digital signage on campus to promote “Did you know?” monthly educational series.
- Utilize Dusty Fit Radio at the Kinesiology, Wellness & Recreation Center to promote HealthyU program

“Healthy U” Programs – 2015:

- **“Healthy U” Health & Wellness Fair**
 - Employee Health & Wellness Fair will be offered February 2015 from 9 a.m.- 1 p.m.
 - Employee benefit program vendors, local health care providers, local health care agencies, local fitness experts, etc. will be invited to participate in our wellness fair.
 - Biometric screenings will be available to the employees at no cost.
 - Exercise demonstrations and health education presentations will also be available.

- **Know Your Numbers**
 - In conjunction with our Health & Wellness Fair, provide opportunity for employees to “know their numbers.” Will provide employees with data cards where they can record their blood pressure, glucose levels, weight, BMI, etc. After 8-10 weeks, we will invite the employees back to recheck their numbers after wellness related activities have been offered to them to see if improvements have been made. Data collected will help the committee determine what kind of impact the wellness programs have made on our overall employee population.

- **“Healthy U” Wellness Wednesday**
 - Monthly on-campus program offering wellness related educational sessions utilizing guest speakers, cooking demos, healthy eating, exercise, BCBS webinars, presentations by our EAP provider, etc.

- **Fitness Challenge – Desk to 5k**
 - Spring 2015
 - Individual fitness challenge will offer employees an 8-week fitness program to follow which will help them complete a 5K walk/run.
 - At the end of the 8-week program, will host a 5K on campus for employees.
 - Awards/Incentives will be provided to participants for participation and for category winners.

- **Walking Club**
 - No-cost walking club is being provided to expand on-campus fitness options.
 - Encourages physical activity while creating exercise communities for positive peer interaction.
 - Walk routes are led by TAMIU employees and are offered three times a week.

- **Fitness Activity (Yoga)**
 - No-cost fitness activity will be provided to employees to further expand on-campus fitness options.
 - Encourages physical activity while creating exercise communities for positive peer interaction.
 - Yoga sessions will be led by TAMIU faculty and will be offered multiple times per week.
 - The cost for the fitness instructor will be \$30 per session for a total of 12 sessions = \$360

- **Kinesiology, Wellness and Recreation Center (KWRC) Punch Card Program**
 - Two week pass to visit our Kinesiology, Wellness & Recreation Center at no cost to the employee.
 - The cost will be \$15 per pass and will be covered by the HealthyU Program funds (maximum number of passes available = 100).
 - The pass will allow our employees to gain a better understanding of the fitness facilities and classes available to them on campus.

- **Community Service Challenge**
 - Studies show that volunteering boosts happiness; those who work to further the causes they value tend to be happier and healthier.
 - The service challenge will allow the University to collectively gather data regarding our service efforts in the community while throwing in some healthy competition amongst the employees.
 - Employees will be able to decide which organizations they would like to volunteer services.
 - In addition to employees choosing their own organizations to volunteer with, there will also be collective University-wide efforts for certain events within the community.

- **H-E-B Slim Down Challenge (depending on funding availability)**
 - 10-week weight loss curriculum developed by H-E-B registered dieticians.
 - Will have key employees trained to administer and facilitate the program for our employees.
 - Cost to “train the trainers” is \$1,000 – includes training to deliver program, program curriculum and resources (maximum number of trainers = 10).

- **H-E-B Healthy Living Grocery Tour (depending on funding availability)**
 - H-E-B registered dietician will take employees on a tour of the store to teach them how to navigate the store, read labels and make better food choices for them and their families.
 - Cost = \$10/person (minimum 30 participants) – total cost \$300.

- **H-E-B Cooking Demonstration (depending on funding availability)**
 - Live cooking demonstration will allow employees to interact and sample dishes prepared by an experienced nutrition expert.
 - Cost = \$15/person (minimum 30 participants) = \$450.

- **Other Resources/Programs**
 - Employee Wellness Website – will create website to provide employees with educational resources for the different aspects of well-being (will follow our initiative diagram).
 - “Healthy U” Resource Center - in partnership with our Sue & Radcliffe Killam Library, will offer employees an easily identifiable area where they can obtain resources on different aspects of well-being. Items available in the resource center will be rotated periodically to insure employees are receiving current and relevant information.
 - “Do Something Different!” – photo campaign featuring employees sharing how they maintain their well-being outside of campus (bike riding, gardening, photography, spending time with their children, spending time with their pets, volunteering, etc.)
 - “Healthy U” Approved – Partnership with our on-campus food vendor, Aramark, to provide and identify healthy food options at dining locations on campus. Will work with Aramark to see if program can be expanded into other areas of our food services.
 - “Did you know?” – Educational series highlighting wellness tips for employees that will be promoted via UConnect personal announcements, on campus digital signage, social media and “Healthy U” channel on UConnect.

“Healthy U” Budget – 2015:

Biometric Screenings	\$1,500
Rec Sports Punch Pass	\$1,140
Fitness Instructor - Yoga (6 weeks, \$30 per session, offered twice a week)	\$360
Wellness Wednesday Healthy Snack (catering)	\$800
T-shirts for marketing/promotion of “Desk to 5K” program	\$1,000
Banners/Flyers/Marketing Materials (printed)	\$500
Incentives/Awards/Other Expenses	\$1,200
TOTAL	\$6,500

Wish List of Additional Programs (if funding is available):

H-E-B Slim Down Challenge – Train the Trainer	\$1,000
H-E-B Healthy Living Grocery Tour (minimum 30 people)	\$300
H-E-B Cooking Demonstrations (minimum 30 people)	\$450